

**PRICING PROPOSAL**

<b>Company Name:</b>	<b>Judge Technical Services, Inc.</b>
<b>Submitted to</b>	<b>Sourcewell for RFP #071321</b>
<b>Contact Person</b>	<b>Manish Dabral, Vice President- Public Sector Business Direct (610) 617-4027 , Email : mdabral@judge.com</b>

Junior Level : 2 to 5 Years Experience  
 Mid Level : 5 to 8 Years Experience  
 Senior Level: 8 + years of relevant Experience  
 Rates are being provided as a range. Final rates will be given depending upon the work location.  
 Rates are all inclusive rates.

<b>Job Title</b>	<b>Level</b>	<b>Minimum \$/Hr</b>	<b>Maximum \$/Hr</b>
Systems and Programming Consultant	Junior	\$ 70.00	\$ 100.00
	Mid Level	\$ 80.00	\$ 110.00
	Senior	\$ 90.00	\$ 120.00
Applications Development Manager	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Applications Architect	Junior	NA	NA
	Mid Level	\$ 110.00	\$ 140.00
	Senior	\$ 120.00	\$ 150.00
Systems Analyst	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Applications Development Analyst	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Database Manager	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Data Architect	Junior	NA	NA
	Mid Level	\$ 110.00	\$ 140.00
	Senior	\$ 120.00	\$ 150.00
Data Modeler	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Database Analyst	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Database Administrator	Junior	\$ 70.00	\$ 100.00
	Mid Level	\$ 80.00	\$ 110.00
	Senior	\$ 90.00	\$ 120.00
Mgmt. Quality Assurance	Junior	\$ 60.00	\$ 90.00
	Mid Level	\$ 70.00	\$ 100.00
	Senior	\$ 80.00	\$ 110.00
Quality Assurance Analyst	Junior	\$ 60.00	\$ 90.00
	Mid Level	\$ 70.00	\$ 100.00
	Senior	\$ 80.00	\$ 110.00
	Junior	\$ 40.00	\$ 60.00

Mgmt. Customer Support	Mid Level	\$ 50.00	\$ 70.00
	Senior	\$ 60.00	\$ 90.00
Customer Support Analyst	Junior	\$ 40.00	\$ 60.00
	Mid Level	\$ 50.00	\$ 70.00
	Senior	\$ 60.00	\$ 90.00
Customer Support Technician	Junior	\$ 40.00	\$ 60.00
	Mid Level	\$ 50.00	\$ 70.00
	Senior	\$ 60.00	\$ 90.00
Director, Network Operations	Junior	\$ 100.00	\$ 130.00
	Mid Level	\$ 110.00	\$ 140.00
	Senior	\$ 120.00	\$ 150.00
Manager, Network Operations	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Network Architect	Junior	NA	NA
	Mid Level	\$ 110.00	\$ 140.00
	Senior	\$ 120.00	\$ 150.00
Network Engineer	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Network Analyst	Junior	\$ 60.00	\$ 90.00
	Mid Level	\$ 70.00	\$ 100.00
	Senior	\$ 80.00	\$ 110.00
Network Administrator	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Network Technician	Junior	\$ 60.00	\$ 90.00
	Mid Level	\$ 70.00	\$ 100.00
	Senior	\$ 80.00	\$ 110.00
Mgmt. Internet Operations	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Internet/Web Architect	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Internet/Web Engineer	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Web Applications Programmer	Junior	\$ 60.00	\$ 90.00
	Mid Level	\$ 70.00	\$ 100.00
	Senior	\$ 80.00	\$ 110.00
Web Designer	Junior	\$ 60.00	\$ 90.00
	Mid Level	\$ 70.00	\$ 100.00
	Senior	\$ 80.00	\$ 110.00
Webmaster	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Internet/Web Systems Administrator	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
	Junior	\$ 40.00	\$ 60.00

Web Customer Support Specialist	Mid Level	\$	50.00	\$	70.00
	Senior	\$	60.00	\$	90.00
Manager, Computer Operations	Junior	\$	60.00	\$	90.00
	Mid Level	\$	70.00	\$	100.00
	Senior	\$	80.00	\$	110.00
Computer Operator	Junior	\$	40.00	\$	60.00
	Mid Level	\$	50.00	\$	70.00
	Senior	\$	60.00	\$	90.00
Help Desk	Junior	\$	40.00	\$	60.00
	Mid Level	\$	50.00	\$	70.00
	Senior	\$	60.00	\$	90.00
Production Support Analyst	Junior	\$	59.70	\$	42.00
	Mid Level	\$	70.35	\$	62.00
	Senior	\$	92.55	\$	70.00
Manager, Telecommunication Operations	Junior	\$	60.00	\$	90.00
	Mid Level	\$	70.00	\$	100.00
	Senior	\$	80.00	\$	110.00
Telecommunication Engineer	Junior	\$	80.00	\$	110.00
	Mid Level	\$	90.00	\$	120.00
	Senior	\$	100.00	\$	130.00
Telecommunication Technician	Junior	\$	80.00	\$	110.00
	Mid Level	\$	90.00	\$	120.00
	Senior	\$	100.00	\$	130.00
Electronic Commerce Analyst	Junior	\$	60.00	\$	90.00
	Mid Level	\$	70.00	\$	100.00
	Senior	\$	80.00	\$	110.00
EDI Specialist	Junior	\$	60.00	\$	90.00
	Mid Level	\$	70.00	\$	100.00
	Senior	\$	80.00	\$	110.00
Director, Data Warehouse	Junior		NA		NA
	Mid Level	\$	90.00	\$	120.00
	Senior	\$	100.00	\$	130.00
Data Warehouse Analyst	Junior	\$	70.00	\$	100.00
	Mid Level	\$	80.00	\$	110.00
	Senior	\$	90.00	\$	120.00
Decision Support Specialist	Junior	\$	60.00	\$	90.00
	Mid Level	\$	70.00	\$	100.00
	Senior	\$	80.00	\$	110.00
Decision Support Administrator	Junior	\$	70.00	\$	100.00
	Mid Level	\$	80.00	\$	110.00
	Senior	\$	90.00	\$	120.00
ERP Team Lead	Junior	\$	80.00	\$	110.00
	Mid Level	\$	90.00	\$	120.00
	Senior	\$	100.00	\$	130.00
ERP Programmer/Analyst	Junior	\$	80.00	\$	110.00
	Mid Level	\$	90.00	\$	120.00
	Senior	\$	100.00	\$	130.00
ERP Systems Support Specialist	Junior	\$	80.00	\$	110.00
	Mid Level	\$	90.00	\$	120.00
	Senior	\$	100.00	\$	130.00
	Junior	\$	90.00	\$	120.00

ERP Systems Administrator	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
ERP Technical Consultant	Junior	\$ 90.00	\$ 120.00
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
ERP Functional Consultant	Junior	\$ 90.00	\$ 120.00
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
Manager, Vendor Relationships	Junior	\$ 60.00	\$ 80.00
	Mid Level	\$ 70.00	\$ 90.00
	Senior	\$ 80.00	\$ 100.00
Finance/Administration Specialist	Junior	\$ 60.00	\$ 80.00
	Mid Level	\$ 70.00	\$ 90.00
	Senior	\$ 80.00	\$ 100.00
Asset Management Administrator	Junior	\$ 60.00	\$ 80.00
	Mid Level	\$ 70.00	\$ 90.00
	Senior	\$ 80.00	\$ 100.00
Technical Recruiter	Junior	\$ 70.00	\$ 100.00
	Mid Level	\$ 80.00	\$ 110.00
	Senior	\$ 90.00	\$ 120.00
HR/IT Generalist	Junior	\$ 40.00	\$ 60.00
	Mid Level	\$ 50.00	\$ 70.00
	Senior	\$ 60.00	\$ 90.00
Documentation Specialist/Technical Writer	Junior	\$ 40.00	\$ 60.00
	Mid Level	\$ 50.00	\$ 70.00
	Senior	\$ 60.00	\$ 90.00
Manager, Technical Training	Junior	\$ 70.00	\$ 100.00
	Mid Level	\$ 80.00	\$ 110.00
	Senior	\$ 90.00	\$ 120.00
Technical Trainer	Junior	\$ 70.00	\$ 100.00
	Mid Level	\$ 80.00	\$ 110.00
	Senior	\$ 90.00	\$ 120.00
Security Manager	Junior	\$ 70.00	\$ 100.00
	Mid Level	\$ 80.00	\$ 110.00
	Senior	\$ 90.00	\$ 120.00
Security Analyst	Junior	\$ 70.00	\$ 100.00
	Mid Level	\$ 80.00	\$ 110.00
	Senior	\$ 90.00	\$ 120.00
Manager, Product Development	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Product Engineer	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Product Developer	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Manager, Systems Software	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
	Junior	\$ 80.00	\$ 110.00

Systems Architect	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Systems Software Programmer	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Systems Administrator	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Manager, IT Business Planning	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Business Process Consultant	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
IT Business Consultant	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Business Analyst	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Program Manager	Junior	\$ 90.00	\$ 120.00
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
Project Manager	Junior	\$ 90.00	\$ 120.00
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
Project Leader	Junior	\$ 90.00	\$ 120.00
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
Manager, Technical Product Support	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Technical Product Support Specialist	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
Cloud Architect	Junior	NA	NA
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
Cloud Engineer	Junior	\$ 90.00	\$ 120.00
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
DevOps Architect	Junior	NA	NA
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
Data Scientist	Junior	\$ 90.00	\$ 120.00
	Mid Level	\$ 100.00	\$ 130.00
	Senior	\$ 110.00	\$ 140.00
User Experience (UX) and Graphic Designer	Junior	\$ 80.00	\$ 110.00
	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00
	Junior	\$ 80.00	\$ 110.00

Technical Product Support Specialist	Mid Level	\$ 90.00	\$ 120.00
	Senior	\$ 100.00	\$ 130.00

For Full time Hire positions, Judge will charge a fee of 24% of the annual salary.

For Contract to hire positions (If Client wishes to hire our consultant on their payroll), following fee will be applicable:

- 18% of the annual salary, if hired before completing 1,000 hours of contract work.
- 12% of the annual salary, if hired after completion of 1,000 to 2,000 hours of contract work.
- 6% of the annual salary, if hired after completion of 2,000 hours of contract work.

**PRICING PROPOSAL**

<b>Company Name:</b>	<b>Judge Technical Services, Inc.</b>
<b>Submitted to</b>	<b>Sourcwell for RFP #071321</b>
<b>Contact Person</b>	<b>Manish Dabral, Vice President- Public Sector Business Direct (610) 617-4027 , Email : mdabral@judge.com</b>

Junior Level : 2 to 5 Years Experience  
 Mid Level : 5 to 8 Years Experience  
 Senior Level: 8 + years of relevant Experience  
 Rates are being provided as a range. Final rates will be given depending upon the work location.  
 Rates are all inclusive rates.

Job Title	Level	Minimum CAD /Hr	Maximum CAD /Hr
Systems and Programming Consultant	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
Applications Development Manager	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Applications Architect	Junior	NA	NA
	Mid Level	110.00	140.00
	Senior	120.00	150.00
Systems Analyst	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Applications Development Analyst	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Database Manager	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Data Architect	Junior	NA	NA
	Mid Level	110.00	140.00
	Senior	120.00	150.00
Data Modeler	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Database Analyst	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Database Administrator	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
Mgmt. Quality Assurance	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Quality Assurance Analyst	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
	Junior	40.00	60.00

Mgmt. Customer Support	Mid Level	50.00	70.00
	Senior	60.00	90.00
Customer Support Analyst	Junior	40.00	60.00
	Mid Level	50.00	70.00
	Senior	60.00	90.00
Customer Support Technician	Junior	40.00	60.00
	Mid Level	50.00	70.00
	Senior	60.00	90.00
Director, Network Operations	Junior	100.00	130.00
	Mid Level	110.00	140.00
	Senior	120.00	150.00
Manager, Network Operations	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Network Architect	Junior	NA	NA
	Mid Level	110.00	140.00
	Senior	120.00	150.00
Network Engineer	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Network Analyst	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Network Administrator	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Network Technician	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Mgmt. Internet Operations	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Internet/Web Architect	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Internet/Web Engineer	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Web Applications Programmer	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Web Designer	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Webmaster	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Internet/Web Systems Administrator	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
	Junior	40.00	60.00



Web Customer Support Specialist	Mid Level	50.00	70.00
	Senior	60.00	90.00
Manager, Computer Operations	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Computer Operator	Junior	40.00	60.00
	Mid Level	50.00	70.00
	Senior	60.00	90.00
Help Desk	Junior	40.00	60.00
	Mid Level	50.00	70.00
	Senior	60.00	90.00
Production Support Analyst	Junior	59.70	42.00
	Mid Level	70.35	62.00
	Senior	92.55	70.00
Manager, Telecommunication Operations	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Telecommunication Engineer	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Telecommunication Technician	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Electronic Commerce Analyst	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
EDI Specialist	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Director, Data Warehouse	Junior	NA	NA
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Data Warehouse Analyst	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
Decision Support Specialist	Junior	60.00	90.00
	Mid Level	70.00	100.00
	Senior	80.00	110.00
Decision Support Administrator	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
ERP Team Lead	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
ERP Programmer/Analyst	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
ERP Systems Support Specialist	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
	Junior	90.00	120.00

ERP Systems Administrator	Mid Level	100.00	130.00
	Senior	110.00	140.00
ERP Technical Consultant	Junior	90.00	120.00
	Mid Level	100.00	130.00
	Senior	110.00	140.00
ERP Functional Consultant	Junior	90.00	120.00
	Mid Level	100.00	130.00
	Senior	110.00	140.00
Manager, Vendor Relationships	Junior	60.00	80.00
	Mid Level	70.00	90.00
	Senior	80.00	100.00
Finance/Administration Specialist	Junior	60.00	80.00
	Mid Level	70.00	90.00
	Senior	80.00	100.00
Asset Management Administrator	Junior	60.00	80.00
	Mid Level	70.00	90.00
	Senior	80.00	100.00
Technical Recruiter	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
HR/IT Generalist	Junior	40.00	60.00
	Mid Level	50.00	70.00
	Senior	60.00	90.00
Documentation Specialist/Technical Writer	Junior	40.00	60.00
	Mid Level	50.00	70.00
	Senior	60.00	90.00
Manager, Technical Training	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
Technical Trainer	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
Security Manager	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
Security Analyst	Junior	70.00	100.00
	Mid Level	80.00	110.00
	Senior	90.00	120.00
Manager, Product Development	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Product Engineer	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Product Developer	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Manager, Systems Software	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
	Junior	80.00	110.00

Systems Architect	Mid Level	90.00	120.00
	Senior	100.00	130.00
Systems Software Programmer	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Systems Administrator	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Manager, IT Business Planning	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Business Process Consultant	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
IT Business Consultant	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Business Analyst	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Program Manager	Junior	90.00	120.00
	Mid Level	100.00	130.00
	Senior	110.00	140.00
Project Manager	Junior	90.00	120.00
	Mid Level	100.00	130.00
	Senior	110.00	140.00
Project Leader	Junior	90.00	120.00
	Mid Level	100.00	130.00
	Senior	110.00	140.00
Manager, Technical Product Support	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Technical Product Support Specialist	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
Cloud Architect	Junior	NA	NA
	Mid Level	100.00	130.00
	Senior	110.00	140.00
Cloud Engineer	Junior	90.00	120.00
	Mid Level	100.00	130.00
	Senior	110.00	140.00
DevOps Architect	Junior	NA	NA
	Mid Level	100.00	130.00
	Senior	110.00	140.00
Data Scientist	Junior	90.00	120.00
	Mid Level	100.00	130.00
	Senior	110.00	140.00
User Experience (UX) and Graphic Designer	Junior	80.00	110.00
	Mid Level	90.00	120.00
	Senior	100.00	130.00
	Junior	80.00	110.00

Technical Product Support Specialist	Mid Level	90.00	120.00
	Senior	100.00	130.00

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